



Remembering the 2009 Kentucky Ice Storm. Photos on page 2.

CITY SAFETY >>>>>

Ten Steps Every City Should Take to Prepare for a “Business Interruption” - Flood and Tornado Season is Here

Call KLCIS to learn more about our Agility disaster recovery program at 1-800-876-4552.



Cities across the Commonwealth are still working hard to repair damages left in the wake of January's devastating ice storm. Damages from the storm are anticipated to top \$185 million, and more than 75 cities declared states of emergency. But the ice storm taught us many lessons.

“Even though the initial shock of the incident has passed, it will take months for many Western Kentucky cities to fully recover,” said Kentucky League of Cities Executive Director/CEO Sylvia Lovely. “City officials have to balance the long-term effort of a monumental clean-up while still providing the day-to-day services that citizens want and need.”

As we enter flood and tornado seasons, take heed. Creating a basic, executable business continuity plan is one of the most important steps you can take to protect your organization. Below are 10 key steps to help you get started.

1. Appoint a crisis manager and develop an emergency management plan.

Planning what to do after a disaster is just as important as what to do beforehand. A crisis manager and a sound emergency management plan help facilitate a smooth transition between normal business operations and catastrophe response.

2. Assess your risk - both internally and externally.

What disasters will most likely impact your business? Though major disasters dominate the headlines, most business interruptions are caused by everyday

events, such as power outages, human error and technology failures. It is important assess your risk for catastrophic weather occurrences, but equally, if not more important, to assess exposure to more commonplace risks.

3. Assess your critical business functions.

Evaluate and document company functions and determine what processes, employees, equipment and materials are critical for your daily operations. Prioritize these functions and determine a process for restoring them.

4. Plan for an alternate location.

Devise a plan for recovery if your critical offices are inaccessible. Where would you go to continue basic operations? Alternate site options include another city facility, a county facility, a school or mobile office.

5. Consider supply chain preparedness.

According to recent surveys, less than half of American businesses have disaster recovery or business continuity plans in place to maintain supply chain logistics in the event of a disaster. Talk to your key vendors and suppliers about their recovery plans. Develop relationships with alternate vendors in case your primary vendors experience an interruption.

6. Back up your data and plan to restore your technology.

Make sure to store your data in an off-site, safe and secure location,

preferably 50 miles or more from your site. Verify that you are able to retrieve your data. Outline a plan to replace PCs, software, servers, printers and fax machines should your office be affected.

7. Create an employee communication plan.

Create a phone and email tree for all employees and their spouses or closest relatives, including personal email addresses and phone numbers at potential employee evacuation sites. Make sure employees know ahead of time how to exchange or obtain information should standard lines of communication fail.

8. Assemble an emergency disaster recovery kit.

An emergency kit should contain items such as fresh water, nonperishable food, flashlights, extra batteries, battery-powered radio, first aid kit and copies of important documents and records.

9. Take a look at your insurance coverage.

Is your insurance coverage adequate? Sit down with your insurance provider to assure that you are insured for potential risks. Make sure you keep photos of your building, equipment lists and policy information stored in a safe and secure off-site location.

10. Test your plan.

Make sure your plan is workable - test yearly and update the plan as necessary. Make sure to reeducate employees when any changes to the plan are made.

ECONOMIC \$TIMULUS UPDATES

Get real time information on www.klc.org and read your weekly *KLC DirectLine* via email

The Kentucky League of Cities is working closely with federal and state officials to bring you the most up-to-date information about the federal economic stimulus package. For additional information visit KLC's economic stimulus page at www.klc.org for regular updates on funding for infrastructure, community development, public safety and more.

If you have any questions about the economic stimulus or other federal issues, please contact Joseph Coleman at 1-800-876-4552.

ARE YOU GETTING OUR ONLINE COMMUNICATIONS? DON'T MISS THE NEWS.

In addition to posting information daily on www.klc.org, KLC keeps members informed in real time via email with *KLC DirectLine* (emailed each Wednesday), as well as legislative bulletins and homeland security alerts. If you are not receiving these emails, please contact Terri Johnson at tjohnson@klc.org and request to be added to the list. We WANT to keep you informed in the most timely way.

Special thanks to **Jeff Rogers** for the Lexington cover photo, from his upcoming “Kentucky Wide II” coffee-table book due out in October.

Snapshots from the 2009 Kentucky Ice Storm

Thank you to all those who submitted photos from the ice storm.



▲ City of Danville (photo courtesy of Clay Jackson, *The Advocate-Messenger*)



▲ City of Madisonville (courtesy of Jim Pearson, *The Messenger*)



▲ City of Fort Thomas



▲ City of Fulton



▲ City of Leitchfield (courtesy of Christy Booth)



▲ City of Winchester (James Mann, *The Winchester Sun*)



▲ City of Simpsonville



▲ City of Berea



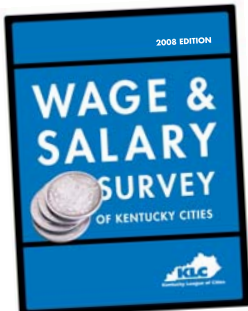
▲ City of Carlisle (courtesy of Angie Capps)



▲ City of Springfield

Budget Reminders

►► 2008 Wage and Salary a Resource in Budget Prep



As you are preparing your next annual budget, you may want to check out the 2008 Wage and Salary Survey of Kentucky Cities. This biennial report includes pay and benefit information for dozens of city positions. Information is broken down by classification of city and area development district. KLC members can download a free copy of the survey at <http://members.klc.org> and clicking "Library." Hard copies can be purchased for \$25 (member

cities) or \$50 (non-member cities). If you need assistance or would like to order a copy, contact Deanna Wright at dwright@klc.org or 1-800-876-4552.

►► UFIRs Due May 1, 2009

Each year cities much complete the Uniform Financial Information Report (UFIR) and submit it to the Department for Local Government (DLG). The UFIR details the city's revenues and expenditures each fiscal year. The FY 2008 UFIRs are due to DLG by May 1, 2009. If cities are not in compliance for a given fiscal year, then municipal road aid is withheld. The forms are available online at www.dlg.ky.gov/downloads. If you have any questions about the UFIR, contact Joseph Coleman at jcoleman@klc.org or 1-800-876-4552.

►► FY 2010 COLA Set

The Department for Local Government has set the cost of living increase for FY 2010 at 0.1 percent. This rate is significantly less than previous years because inflation has slowed along with the economic downturn. Although cities are not required to use this cost of living adjustment, many choose to incorporate the increase in their budgets. Letters from DLG were sent to mayors in early February stating this rate and setting the new maximum pay for elected city officials. If you have questions about the cost of living adjustment or need a copy of the letter, contact Joseph Coleman at jcoleman@klc.org or 1-800-876-4552.



A PIT STOP FOR SAFETY . . .

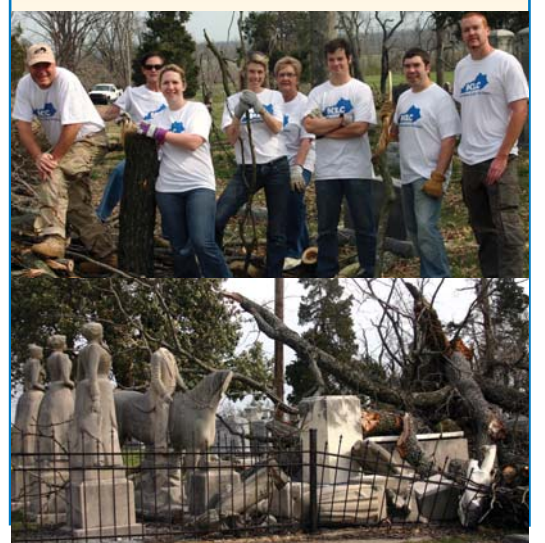
This year's Kentucky Municipal Environmental Safety and Health Association (KMESHA) Conference in Carrollton was a great success with nearly 200 participants. The conference included a variety of workshops and attractions such as a safety tour of the Kentucky Speedway in nearby Sparta. Mark your calendar now for the 2010 KMESHA Conference in Frankfort, March 10 – 12, 2010.



Top - Simpsonville City Clerk Debbie Batliner, Bowling Green Safety Director David Weisbrodt, Campbellsville Safety Chair Bill Hall and Lawrenceburg City Clerk Robbie Hume participate in the Media Relations Class learning what they should and should not say when dealing with the media; Middle - Delegates take interest in the Rollover Simulator; Bottom - KMESHA group attends a safety tour at the Kentucky Speedway in Sparta, Ky.

KLC STAFF HELPS MAYFIELD CLEAN UP HISTORIC PROPERTY

Sylvia Lovely and Bill Hamilton led an all star team of KLC staff volunteers to Mayfield, Ky. in late March to spend two days removing debris from the Maplewood Cemetery. The cemetery's famed "Wooldridge Monuments," one of Mayfield's most prominent tourist attractions, suffered catastrophic damage during the ice storm. City employees and KLC volunteers worked side by side clearing brush and tree limbs.





NEWCITIES® BOARD OF DIRECTORS

The NewCities Institute is a national nonprofit educational organization founded by the Kentucky League of Cities in 2001.

The Partnership for Successful Schools, founded in 1991 by Kentucky business leaders, has obtained first-hand knowledge and experience through its work to build effective relationships among employers, schools, and communities to create a stronger, smarter workforce.

The NewCities Institute recently merged with The Partnership for Successful Schools and the board of directors has been expanded to include the following:

- ◆ **Dale Brown**, Superintendent, Warren County Schools
- ◆ **Martha Layne Collins**, Executive Scholar in Residence, Georgetown College
- ◆ **William H. Crouch, Jr.**, President, Georgetown College
- ◆ **Virginia Fox**
- ◆ **Brian Gay**, Graduate Student, Ohio State University
- ◆ **Tim Hanner**, Superintendent, Kenton County School District
- ◆ **Martha Johnson**
- ◆ **Tim Kelly**, President & Publisher, Lexington-Herald Leader
- ◆ **Kris Kimel**, Executive Director, Kentucky Science and Technology Corporation
- ◆ **Connie Lawson**, Mayor, City of Richmond
- ◆ **Sylvia L. Lovely**, President, NewCities Institute
- ◆ **John Merchant**, Attorney-At-Law, Peck, Shaffer & Williams, LLP
- ◆ **James B. Metzger**, Partner, Metzger Associates
- ◆ **Russ Meyer**, Mayor, City of Nicholasville
- ◆ **Gary Moore**, Judge Executive, Boone County Judge Executive
- ◆ **Helen Mountjoy**, Secretary, Education and Workforce Development Cabinet
- ◆ **Spencer Noe**, Attorney, Bowles Rice McDavid Graff & Love
- ◆ **Nawanna Privett**, Director, Kentucky Department of Education
- ◆ **Malcolm Wall**, Executive Director, Kentucky Educational Television

For information on how you can participate with the Partnership for Successful Schools, contact Carolyn Witt Jones at 859-455-9595 or email her at cwjones@newcities.org.

CITY NEWS >>>>>>

Become Drug Free Certified and Save on Worker's Comp Insurance



The **City of Ludlow** (left) and the **City of Richmond** (right) are among two of the most recent cities to make the commitment to their employees and citizens to become "drug free."

The Kentucky Department of Workers' Claims Drug Free Workplace Certification Program has been in place for more than six months. While this voluntary program applies to all Kentucky employers, a "drug free" distinction is particularly critical for public faith in municipalities.

Since the certification program began more than 20 KLC Insurance Services member cities have become certified as a "drug free" workplace with nearly 50 more in the process of becoming certified through the KLCIS program. This program is provided at no cost to members and is approved by the Department of Workers' Claims.

Although the program is voluntary for employers, the

benefits certification improve the quality of work life for employees, reduces workplace accidents, tardiness and absenteeism, and improves the quality of life and the general safety of all citizens throughout the community.

"Not only is this a loss control, measure for our overall Workers' Compensation Insurance program - one that will save our customers and our self-insured program dollars in the long run - it's just the right thing to do," said KLC Executive Pool Administrator/Chief Insurance Services Officer, Bill Hamilton. "We have a substance abuse problem in Kentucky, and we believe it is only right for KLC to be proactive and out front on this issue."

As long as the Drug Free Workplace certification remains current, Kentucky League of Cities Insurance Services (KLCIS) Workers' Compensation policy holders will be eligible to receive the five

percent discount on their Workers' Compensation premiums. After initial certification, KLC plans to assist their Workers' Compensation customers in monitoring their respective Drug Free Workplace Programs to ensure continued compliance with the program's governing Administrative Service Regulation; and to provide ongoing assistance in re-filing the certification application which is required annually. KLC has contracted exclusively with Gary Moberly & Associates to assist Kentucky cities with the initial certification process and the first year of training for supervisors and employees.

Pictured above: Bill Hamilton recognizes drug free certification and presents discounts in Ludlow and Richmond. (Left photo) Hamilton (second from right) is pictured with Ludlow Administrative Assistant Emily Fette, Mayor Ed Schroder and City Manager Brian Debner and (right photo) with Richmond Mayor Connie Lawson.

NLC NEWS >>>>>>

National League of Cities Appointments

Kentucky city officials are represented by the following KLC members on the National League of Cities steering committees. These leadership appointments are made by NLC President, Mayor Kathleen Novak. NLC policy is developed by seven committees of municipal officials. Steering committees research agenda topics for meetings and draft policy positions for policy and advocacy committee review:

- ◆ **Energy, Environment and Natural Resources Steering Committee** - Williamstown Mayor Glenn Caldwell
- ◆ **Finance, Administration and Intergovernmental Relations Steering Committee** - Richmond Mayor Connie Lawson
- ◆ **Human Development Steering Committee** - Lyndon Mayor Susan Barto
- ◆ **Human Development Steering Committee** - Louisville Metro

Councilmember Vicki Welch

- ◆ **Information, Technology and Communications Steering Committee Vice Chair** - Louisville Metro Councilmember Kevin Kramer
- ◆ **Public Safety and Crime Prevention Steering Committee** - Covington Commissioner Steve Megerle
- ◆ **Transportation, Infrastructure and Services Steering Committee** - Fort Mitchell Mayor Thomas E. Holoher
- ◆ **Transportation Infrastructure and Services Steering Committee** - Louisville Metro Councilmember Dan Johnson
- ◆ **Small Cities Council Steering Committee** - Madisonville Mayor Will Cox, Jr.

REPORT FROM NLC

From Mayor Susan Barto, City of Lyndon (for more information, contact Mayor Barto at 502-423-0932).

NLC Human Development Committee

Highlights from Congress of Cities General Session and Human Development Committees:

- ◆ There is optimism in D. C. with the new administration
- ◆ New programming availability for afterschool children, green pavement solutions
- ◆ Examples of cities combating recession
- ◆ NLC asks for input on workshop topics

Sidewalks: Frequently Asked Questions

Q: My city is very small. Are we still expected to maintain sidewalks?

▶▶▶ Yes. Every Kentucky city has a duty to keep its sidewalks in a reasonably safe condition.

Q: Are sidewalk injury cases common and how much is generally awarded?

▶▶▶ KLCIS handles an average of 51 sidewalk cases each year. The average payout is \$7,938, but some exceed \$150,000.

Q: Can any person injured on a city sidewalk be awarded damages?

▶▶▶ In order to recover damages, a party must prove that (1) while using a sidewalk properly and with ordinary care, the person suffered an injury caused by a defect in the condition of the sidewalk, (2) that the sidewalk was not reasonably safe because of the condition, and (3) that the city knew, or should have known, of the condition of the sidewalk and failed to take reasonable steps to eliminate it.

Q: What types of defects make a sidewalk unsafe?

▶▶▶ There is no rule defining defects that make a sidewalk unsafe, and this is ordinarily a question for a jury. Cases have held, however, that cities are not liable for mere unevenness of a sidewalk surface, minor irregularities, or slipperiness and obstructions that are caused by natural conditions, like snow and ice from winter storms.

Q: Is the city liable if it did not have actual notice of the problem?

▶▶▶ There is no single rule establishing a time period that must pass before a city is reasonably assumed to have notice of a problem. Generally, if the defect or condition has existed long enough that the city should have been aware of the problem through ordinary diligence, and failed to guard the public against it, there will be grounds for a lawsuit.

Q: Can the city transfer maintenance responsibility to property owners?

▶▶▶ Many Kentucky cities have ordinances that require abutting property owners to construct, maintain, and repair public sidewalks.

Q: What do ordinances regarding property owners need to provide?

▶▶▶ Generally, they provide that if the property owner fails to construct, repair, or maintain a sidewalk after notice to do so by the city, the city will perform the work, charge the cost to the property owner, and take a lien on the property if the costs remain unpaid.

Q: What does a notice of repair to an abutting property owner need to contain?

▶▶▶ The notice should give instructions for repair, noting that if the owner fails to comply in a designated time period, the city will make the repair and bill the property owner.

Q: If maintenance responsibility is given to property owners by ordinance, will the property owner be liable for injuries?



▶▶▶ No. While these ordinances create a procedure for ensuring sidewalk repairs and maintenance, and for paying the costs, they do not mean a transfer of the city's responsibility to a property owner. Kentucky law says that it does not relieve the municipality of liability, nor does it impose such liability upon such owners for injury.

Q: Do claimants have to notify the city of their injuries?

▶▶▶ Yes. Before a lawsuit can be made for injuries on a public sidewalk, the claimant must give written notice to the city within 90 days of the incident.

Q: Is any immunity granted to cities in these types of cases?

▶▶▶ Sometimes. In 1998, the Kentucky General Assembly enacted a law that says a local government is not liable for injuries or losses resulting when (1) the city faces competing demands and applies existing resources to another area deemed a higher priority, or (2) the city fails to make an inspection. While this does not relieve a city of its duty, it does allow claim dismissal when appropriate.

Q: How can a city reduce liability concerns with regards to sidewalks?

▶▶▶ It is impossible for a city to have perfect sidewalks, and the law does not impose such a standard. A city must exercise reasonable care. Sidewalk inspection along with repair and maintenance programs indicates that the city is concerned and is making an effort to maintain sidewalks.

Q: How can cities determine criteria for repair and replacement of sidewalks?

▶▶▶ Cities should include a policy that says what conditions will warrant repair or replacement, such as broken or missing pieces or major differences in elevation levels. Policies should establish construction and repair standards, including materials to be used.

Q: How should cities inspect sidewalks?

▶▶▶ Cities should develop a sidewalk inspection program. Formal inspections should be done by walking the sidewalks and noting problem areas and also train employees who are in a position to observe sidewalks while performing other duties to report any issues they see.

Q: How often should inspections take place?

▶▶▶ The surface condition of all public sidewalks should be documented at least once a year.

Q: What should a repair policy contain?

▶▶▶ It should establish repair and maintenance procedures, and state whether the abutting property owner or the city will repair the sidewalks, or if both will share the responsibilities.

Q: How should cities document inspections?

▶▶▶ The city should keep records that indicate what area the employee inspected, any issues discovered, and what the city did or will do about it.

Q: How should the city deal with complaints from citizens?

▶▶▶ The city should develop a complaint policy. This should include making a record of the complaint and the procedure the city can use to respond. Records should indicate who notified the city, the date and the response. After inspecting, the city should note if there was a problem and how it was remedied.

Q: Can engineers, architects, or other parties ever be held responsible for sidewalk issues?

▶▶▶ Sometimes. Be sure to keep records of all design and construction contracts. The city should ensure there are no "hold harmless" or indemnity clauses in contracts entered.

Q: Are there any temporary measures that can be taken when a repair cannot be completed immediately?

▶▶▶ Yes. Examples include ramping a large elevation change with asphalt, placing traffic cones around a problem area or painting the affected area bright orange. The key is to respond promptly with these temporary measures and then follow up with permanent action as time and resources allow. Keep in mind that repairs tend to be less costly when done early.

[RESOURCES & REPORTS]

GET A FREE COPY OF A NEW REPORT ON KENTUCKY WOMEN (ALSO AVAILABLE THROUGH THE KLC LIBRARY)

In March, the Kentucky Commission on Human Rights released entitled "Overview of Women in Kentucky in 2009." The report was compiled from a number of studies and census statistics.

Women in the United States make 77 cents for every dollar that men make, but in Kentucky, the average is 4 cents less with women making 74 cents to the male dollar. In Kentucky, men with bachelor's degrees on average make nearly 51 percent more than females with the same degree.

Women account for 60 percent of Kentuckians, aged 25 and up, who live in poverty. Kentucky is ranked 47th in the nation regarding women's economic progress.

Only 15.2 percent of all elected officials in Kentucky are women, the largest segment of the population at over 51 percent.

The report is free and available to the public by calling the commission at 502-595-4024 or 1-800-292-5566.

GOVERNING ECONOMIES IN THE 21ST CENTURY REPORT

Download the National League of Cities Advisory Council report, *Governing Economies in the 21st Century* at http://www.nlc.org/ASSETS/B80F3B24A35F4187A2EF74415EA021F6/AdvisoryCouncilReport_08.pdf

The National League of Cities Advisory Council has released a report, *Governing Economies in the 21st Century*, that is helpful to leaders as they deliberate on local priorities. It identifies three priorities for America's leaders at all levels: advancing a better understanding of the economy and what it takes to succeed; fixing America's broken intergovernmental system; and bringing back the common good. The report became part of a package of materials that NLC has distributed to the Obama Administration and Congress to outline its policy priorities for 2009.

Assisting the Advisory Council in its efforts to explore how cities can reframe their economic development activities amid the turmoil of today was Greg LeRoy, executive director of Good Jobs First (www.goodjobsfirst.org). Considered provocative by many, LeRoy's main message to the group was that municipal governments should think long and hard before offering businesses an array of tax incentives that may or may not deliver real returns to the community in terms of jobs and future tax receipts. A far better approach, he said, is to use tools like clawbacks and job quality standards to ensure that a city's economic development investments truly pay off for local residents.

"You as public officials have a lot of power that you have not exercised to do great things for the economy," LeRoy said.

▶ [STAFF KUDOS]

OUR INSURANCE TEAM CONTINUES TO SHINE!

On March 12, the following KLC insurance staff passed the certification test and received their designation in Risk Management for Public Entities:

Greg Partin
Marty Nemes
Nancy Resinger
Suzanne Reed
Zilda Henson
Brian Dickey

Earlier this year, Senior Underwriter **Suzanne Reed** (left) also became a Certified Insurance Counselor (CIC). Congratulations!



A BIG Congratulations to Senior Underwriter, **Linda Shearer**, who placed first runner up in the National Association of Insurance Women (NAIW), Region Four Conference in the Communicating with Confidence Speak Off. Contestants were from Indiana, Ohio, Michigan and Kentucky.

In the local Bluegrass chapter of the NAIW, **Zilda Henson** was named Risk Management Professional of the Year and Linda Shearer was named Rookie of the Year.

What an awesome insurance team!

FMLA CHANGES IN 2009

The U.S. Department of Labor (DOL) recently released the newly finalized regulations governing the Family Medical Leave Act (FMLA). These rules were effective on January 16, 2009 and can be found on the DOL website at www.dol.gov/.

The new regulations provide employers with tools to effectively administer FMLA leave and also provide some clarification to many of the problem areas, such as intermittent leave. In addition, the new regulations require an extensive amount of communication between employer and employee, and also provide new leave rights for family members of those serving in the armed forces.

Employers should familiarize themselves with the new regulations to assure they understand all newly implemented requirements. Employers also need to be certain that their employee handbooks are revised to reflect the changes, that notification requirements are met, and that they have educated all persons involved in this process regarding the changes as well as where they can locate the newest versions of the required notices and forms on the DOL website.

Regarding questions, or for a summary of the major changes, please contact Andrea Shindlebower at 800-876-4552 or ashindlebower@klc.org.

▶ [FROM THE EXECUTIVE DIRECTOR] [CONTINUED FROM BACK PAGE]

Call me weird but I confess to a love of cemeteries. They tell the story of community building. While my staff worked hard dragging logs and picking up the sticks, I confess to being distracted from time to time by the stones and their inscriptions that dated from the 1800s. The storyteller in me concocted life stories including the look of their faces and content of their thoughts based on marriages, long and short lives, and poignant messages like the one of a 52-year-old woman whose inscription was about "lost dreams."

I decided that you learn these things walking amidst these reverent stones: firstly, that a community is built from the names that appear over and over; secondly, that nothing but a sense of something bigger than ourselves lasts; and finally, that you must follow your dreams and your passion and act with boldness for our time to do that is short.

I am blessed to work with people who more than realize these important "rules of life." Those include the wonderful city officials with and for whom I work and my staff, which in truth are the best and most passionate in the world.

Sylvia L. Lovely
KLC Executive Director/CEO

▶ [CORNERSTONE PARTNERS]

WELCOME NEW CORNERSTONE PARTNERS!

Integrity HR (HR Consulting)

Contact: Ms. Sandy Ringer, Senior Vice President
9700 Ormsby Station Road, Suite 110, Louisville, KY 40223
Phone: 502-753-0970, Email: sandy@integrityhr.com
www.integrity.com

National Workwear (Outerwear, uniforms and safety gear)

Contact: Jamie Porter, Outside Sales Manager
PO Box 54950, Lexington, KY 40555
Phone: 859-317-0046, Email: jporter@nationalworkwear.com
www.nationalworkwear.com

IMI South, LLC (Winter related products and ready mix concrete)

Contact: Jennifer Vincent, Executive Assistant
1440 Selinda Avenue, Louisville, KY 40213
Phone: 502-456-3388, Email: jennifer.vincent@irvmat.com
www.irvmat.com

Taft Stettinius & Hollister, LLP (Attorneys)

Contact: James E. Parsons, Attorney
1717 Dixie Highway, Suite 340, Covington, KY 41011-4704
Phone: 513-381-6613, Email: parsonsj@taftlaw.com
www.taftlaw.com

▶ [LAW ABIDING]

DOES YOUR CITY HAVE AN ETHICS ORDINANCE?

Cities are required by law to pass an ethics code by ordinance. The ordinance must be enacted in accordance with all of the requirements set forth in KRS 83A.060 and other applicable statutes.

A city's ethics code should apply to elected officials, appointed officials and employees. The ethics ordinance is required to include several provisions:

- standards of conduct;
- requirements for creation of financial disclosure statements;
- nepotism policies; and
- designation of a person or group who is responsible for enforcement.

If a city fails to follow the statutory requirements in enacting its ethics ordinance, KRS 65.003(6) provides penalties, under which the city could potentially lose state services and funds.

KLC encourages each city to adopt an ethics code by ordinance and review the ethics code every five years, as required by statute, to ensure that all required provisions are complete.

If you have questions or would like a sample ethics ordinance, please contact KLC's legal department at 1-800-876-4552.

▶ [SHOW ME THE MONEY]

The Kentucky Historical Society is offering research fellowships to encourage and promote research on all aspects of Kentucky history. Cities that have a local museum, are interested in research specific local history or local families or have a library may find these funds useful. **The application deadline for 2009 is April 30.**

Fellowships are available in three categories: Scholarly Research, Family-History Research and History-Teaching Research. All fellowships also include a one-year membership in the Kentucky Historical Society. Successful applicants will be notified by May 15. Applications will be judged on the merits of the proposed research and the extent to which the judges believe that research can be advanced through the use of KHS collections.

For more information, visit the Kentucky Historical Society website at www.history.ky.gov and click on "Learn" or contact Darrell Meadows by email.



IN MEMORIAM

Crittenden Mayor Ralph Byrley -
Died February 2, 2009

Help Us Name the New KLC Member Magazine and Win!

Email your idea to Terri Johnson.

DEADLINE extended to APRIL 30!

No, *KLC Direct* is not in "Witness Protection" but it is getting a new identity. Our two Kentucky League of Cities publications, *City* magazine and *KLC Direct*, have served their purposes well. Now, to better meet the needs of our members, a new hybrid magazine is on the horizon. It will provide a fresh platform for city issues, news and features, all at a cost savings to KLC.

But your magazine needs a name and it's up to to help name it. If selected as the name, your idea could win you a \$100 American Express gift card.

Even if you don't have an idea for the magazine, we need your preferred email address to keep you informed of what's going on and how it affects you and your city. Just by replying you automatically become eligible to win an iPod!

Thanks for your suggestions and watch for more information on the new magazine!

Email Terri Johnson at tjohnson@klc.org with your suggestion by April 30!



FROM THE EXECUTIVE DIRECTOR >>>>>>

Rules of Life



My dad says that you plant corn when tree buds are the size of squirrel ears! (I must confess that until he said that I had never focused on the appearance of a squirrel ear). Well, surely it is time as I look outside and see spring in full "bloom." It is certainly time to celebrate what we have and will have as we persevere through challenging times.

It is said by many that the world changed in October. It brought its challenges that were certainly exacerbated by the ice storm of January.

But, I have had the great pleasure this early spring of traveling the state and celebrating a sense of renewal - first of all it was the grand opening of the David T. Williams Convention and Exposition Center in Corbin, a magnificent multi-purpose event center that will serve the entire region!

Congratulations to Mayor Willard McBurney and the commissioners as well as Bill Ed Cannon, city manager and member of the the KLC Executive Board. And, thanks to Senator David Williams for his vision that inspired the naming of the center.

In addition, in a series of forums across the state in Calvert City, Bowling Green, Somerset, Hazard, Morehead, Ft. Mitchell, Lexington and Lyndon we were able to tell city officials about KLC's insurance programs. City officials heard the important story of how cities did not just found a program - they founded a movement when they came together in the late 1980s to form the Kentucky League of Cities Insurance Services. They heard how the company was formed because cities could not obtain insurance at any price anywhere. Thus, they learned that this movement that began over 25 years ago is about cities coming together to do with and for one another what others cannot and will not do.

I was extremely proud of the KLC staff especially when city official after city official would whisper in my ear, "You have the best staff and services in the world." I was proud of them and of KLC for serving

the needs of our cities. And, I was proud when after each presentation every staff member asked - what more can we do. This was not about resting on our laurels, it was about digging in to do more and get even better!

Finally, I was particularly touched by the staff's decision to "hit the road" to clean up the historic Maplewood Cemetary in Mayfield that had been ravaged by the ice storm. Driving down the Western Kentucky Parkway and into the cemetery was a constant reminder of the devastation. We were awed during the storm at the courage of Mayor Arthur Byrn who was able - through a KLC insurance program called Agility - to obtain generators and power up his city when nothing else would work. He is joined by others who have humbled all of us with the incredible courage to perform selflessly to do what is right in a moment of great need. Mayor Will Cox of Madisonville even made national news by using the new generation tools of iPhones and Facebook to reach his residents during the crisis.

(continued page 5)



KLC Direct is designed internally to save our members money.



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